JOURNAL OF Vocational Behavior

Editor: **Howard E. A. Tinsley**

ASSOCIATE EDITORS: Jeffrey H. Greenhaus Jane L. Swanson

EDITORIAL BOARD

Nancy E. Betz
David L. Blustein
Michael T. Brown
Judy M. Chartrand
Jeanette N. Cleveland
Nadya A. Fouad
Barbara A. Gutek
Jo-Ida C. Hansen
Beryl Hesketh
Angelo J. Kinicki
Robert W. Lent
Karyn A. Loscocco
Scott T. Meier
Paula C. Morrow
Kevin R. Murphy
Laurel W. Oliver
Saroj Parasuraman
Susan D. Phillips
Samuel Rabinowitz
Steven B. Robbins
Michael C. Rush
Joyce E. A. Russell
Mark L. Savickas
Margaret S. Stockdale
Linda Mezydlo Subich
Mary Tenopyr
Terence J. Tracey
W. Bruce Walsh

FOUNDING EDITOR: Samuel H. Osipow

VOLUME 44, 1994

ACADEMIC PRESS

San Diego New York Boston London Sydney Tokyo Toronto

Copyright © 1994 by Academic Press, Inc.

All Rights Reserved

No part of this publication may be reproduced or transmitted in any form or by any means, electronic or mechanical, including photocopy, recording, or any information storage and retrieval system, without permission from the copyright owner.

The appearance of the code at the bottom of the first page of an article in this journal indicates the copyright owner's consent that copies of the article may be made for personal or internal use, or for the personal or internal use of specific clients. This consent is given on the condition, however, that the copier pay the stated per copy fee through the Copyright Clearance Center, Inc. (222 Rosewood Drive, Danvers, Massachusetts 01923), for copying beyond that permitted by Sections 107 or 108 of the U.S. Copyright Law. This consent does not extend to other kinds of copying, such as copying for general distribution, for advertising or promotional purposes, for creating new collective works, or for resale. Copy fees for pre-1994 articles are as shown on the article title pages; if no fee code appears on the title page, the copy fee is the same as for current articles.

0001-8791/94 $6.00

MADE IN THE UNITED STATES OF AMERICA

This journal is printed on acid-free paper.

Contents of Volume 44

Number 1, February 1994

An Investigation of the Predictors and Outcomes of Career Commitment in Three Career Stages
Samuel Aryee, Yue Wah Chay, and Juniper Chew 1

Job Search, Intentions, and Turnover: The Mismatched Trilogy
Alan Kirschenbaum and Jacob Weisberg 17

Person–Organization Fit and the Theory of Work Adjustment: Implications for Satisfaction, Tenure, and Career Success
Robert D. Bretz, Jr., and Timothy A. Judge 32

Assessing Psychological Resources during Career Change: Development of the Career Transitions Inventory
Mary J. Heppner, Karen D. Multon, and Joseph A. Johnston 55

Relation between Exploratory and Choice Factors and Decisional Progress
David L. Blustein, Monique L. Pauling, Michael E. DeMania, and Margaret Faye 75

Social Support and the Demand–Discretion Model of Job Stress: Tests of Additive and Interactive Effects in Two Samples
K. R. Parkes, C. A. Mendham, and C. von Rabenau 91

Number 2, April 1994

Special Issue on Racial Identity and Vocational Behavior

Editorial
Racial Identity and Vocational Behavior
Howard E. A. Tinsley 115

Theory
Nigrescence Theory: Historical and Explanatory Notes
William E. Cross, Jr. 119

Implications of Racial Identity Theory for Vocational Psychology
Janet E. Helms and Ralph E. Piper 124

Career Development and African Americans: A Contextual Reappraisal Using the Nigrescence Construct
Thomas A. Parham and N. Lavada Austin 139

The Role of Ethnic Identity and Acculturation in the Vocational Behavior of Asian Americans: An Integrative Review
Frederick T. L. Leong and Elayne L. Chou 155

11 766HI XL 1422
10/94 31249-150

Research
The Influence of Racial Identity and the Perception of Discrimination on the Career Aspirations of African American Men and Women
Kathy M. Evans and Edwin L. Herr 173
White Racial Identity Development and Work Values
Robert T. Carter, George V. Gushue, and Lauren M. Weitzman 185
Instrumentation
Content and Construct Validity of the White Racial Identity Attitude Scale
Jane L. Swanson, David M. Tokar, and Lori E. Davis..... 198
A Psychometric Investigation of the Black Racial Identity Attitude Scale—Form B
Barbara J. Yanico, Jane L. Swanson, and David M. Tokar 218
Acknowledgment..... 235

Number 3, June 1994

Career Commitment: Construction of a Measure and Examination of Its Psychometric Properties
Kerry D. Carson and Arthur G. Bedeian..... 237
Genetic and Environmental Influences on Vocational Interests Assessed Using Adoptive and Biological Families and Twins Reared Apart and Together
Deborah G. Betsworth, Thomas J. Bouchard, Jr., Catherine R. Cooper, Harold D. Grotevant, Jo-Ida C. Hansen, Sandra Scarr, and Richard A. Weinberg..... 263
An Examination of the Structure of Roe's Eight Interest Fields
Terence J. Tracey and James Rounds..... 279
Effects of Job Previews on Self-Selection and Job Choice
Alan M. Saks, Willi H. Wiesner, and Russel J. Summers ... 297
Job Satisfaction and the Parent Worker: The Role of Flexibility and Rewards
Teresa J. Rothausen 317
Author Index for Volume 44 337